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The Society of the
Plastics Industry, Inc.

SPI

SalarySurvey

Thirteenth Edition (1982)

Calendar Year-End 1982
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Plastics Processing Companies

BEST AVAILABLE COPY

Published by the SPI Financial Management Committee

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Salary Survey, they sponsor a Financial and Operating Ratios Survey and a Labor Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee recently completed a major project the development of a four-volume "Financial Management Manual for Plastics Processors." Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Managment, Capital Investment, etc.); and Volume IV refers to Materials Managment. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 355 Lexington Avenue, New York, N.Y. 10017.

SALARY SURVEY NO. 13—1982
PLASTICS PROCESSING COMPANIES

FINANCIAL MANAGEMENT COMMITTEE
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE, NEW YORK, N.Y. 10017

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SALARY TABLE

	ANNUAL SALES VOLUME				
	Up to $2 MM	$2 MM to $5 MM	$5 MM to $10 MM	OVER $10 MM	NATIONAL TOTAL
MANUFACTURING					
1. General Manager	Pg. 5	Pg. 11	Pg. 17	Pg. 23	Pg. 29
2. Plant Manager	5	11	17	23	29
3. Production Manager, Superintendent	5	11	17	23	29
4. General Foreman	5	11	17	23	29
5. Manager/Plant or Industrial Engineer	5	11	17	23	29
6. Traffic Manager and/or Distribution Manager	5	11	17	23	29
7. Manager, Quality Control	6	12	18	24	30
8. Supervisor, Quality Control	6	12	18	24	30
MARKETING					
9. Vice President Sales—Sales Manager	6	12	18	24	30
10. Assistant Sales Manager	6	12	18	24	30
11. Regional/District Sales Manager	6	12	18	24	30
12. Senior Salesman	6	12	18	24	30
13. Salesman 5-10 Years	7	13	19	25	31
14. Salesman 3-5 Years	7	13	19	25	31
15. Salesman 1-3 Years	7	13	19	25	31
16. Sales Trainee	7	13	19	25	31
17. Customer Service Manager	7	13	19	25	31
FINANCE AND ADMINISTRATIVE					
18. Treasurer	7	13	19	25	31
19. Controller or Accounting Manager	8	14	20	26	32
20. Accountant—Cost Supervisor	8	14	20	26	32
21. Accountant—General Supervisor	8	14	20	26	32
22. Credit Manager	8	14	20	26	32
23. Manager—Electronic Data Processing	8	14	20	26	32
ENGINEERING					
24. Research & Development Department Manager	8	14	20	26	32
25. Chief Engineer or Plant Manager	9	15	21	27	33
26. Manufacturing Engineering Manager	9	15	21	27	33
27. Senior Engineer	9	15	21	27	33
28. Product Designer	9	15	21	27	33
29. Mold Designer	9	15	21	27	33
30. Estimator	9	15	21	27	33
PERSONNEL					
31. Personnel Manager	10	16	22	28	34
32. Office Manager	10	16	22	28	34
PURCHASING					
33. Purchasing Agent (Manager of Purchases)	10	16	22	28	34
34. Buyer	10	16	22	28	34

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HIGHLIGHTS OF THE SURVEY

The Thirteenth Salary Survey of plastics processing companies summarizes information concerning 201 firms operating 278 plants and 22 division offices in 38 states. The geographical distribution of plants and divisions is shown below:

REGION	STATE	NO. OF PLANTS
NORTHEAST	Connecticut	7
	Massachusetts	9
	New Jersey	13
	New York	13
	Pennsylvania	14
	Rhode Island	2
	Vermont	1
	TOTAL	59
NORTH CENTRAL	Illinois	20
	Indiana	14
	Iowa	2
	Kansas	1
	Michigan	24
	Minnesota	10
	Missouri	4
	Nebraska	3
	Ohio	33
	Wisconsin	11
	TOTAL	122
SOUTH	Alabama	1
	Arkansas	1
	Delaware	1

REGION	STATE	NO. OF PLANTS
SOUTH	Florida	5
	Georgia	7
	Kentucky	3
	Louisiana	1
	Maryland	5
	Mississippi	1
	North Carolina	9
	Oklahoma	1
	South Carolina	1
	Tennessee	7
	Texas	10
	Virginia	5
	TOTAL	56
WEST	Arizona	2
	Califonria	24
	Colorado	3
	Oregon	5
	Washington	4
	TOTAL	38
OTHER	Division	22
	TOTAL	22
	Hawaii	1
	TOTAL	201

This survey again reports salaries classified by four sales volumes and by four geographic regions. You should, therefore, be able to compare your salaries with those of companies in the same section of the country and having the same sales volume. In addition salaries for each sales volume are presented separately for divisions and for the country as a whole. Space is provided to record your salaries under the appropriate classification to facilitate comparisons.

One additional position—Manager/Quality Control has been added in the current survey.

Between 1980 and 1982 the changes in salaries were distributed as follows:

Percentage Change	Number of Positions
Less than 5.0	4
5-9.9	4
10-14.9	10
15-19.9	6
20-24.9	6
25 and over	3
Total:	33

The median increase in salary was 14.5 per cent. During the same period the consumer price index increased by 16.8 per cent. However, the percentage increase in salary for 13 out of the 33 positions exceeded that of the consumer price index. Over the 14-year span, 1968-1982 the median salary increased by 149.8 per cent for the 20 positions covered throughout the period compared to an 188.6 per cent increase in the consumer price index. The salary increase for none of the 20 positions exceeded that of the consumer price index.

Salaries vary from region to region but not in a uniform manner. On average in 1982, as indicated below, salaries ranked highest in the West followed by Northeast, South and North Central. The West has taken over first position while the South has dropped from top rank to tie for last with North Central.

In the table below 1 indicates the highest salary and 4 the lowest.

RANK	NORTHEAST	NORTH CENTRAL	SOUTH	WEST
1	6	4	7	17
2	12	8	6	9
3	8	13	7	6
4	8	9	14	2
TOTAL	34	34	34	34
1982 AVERAGE RANK	2.5	2.8	2.8	1.8
1980 AVERAGE RANK	2.8	2.2	2.1	2.8
1978 AVERAGE RANK	2.5	2.0	2.7	2.3
1976 AVERAGE RANK	2.1	2.1	3.1	2.8

The survey was prepared under the direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

The Committee welcomes your comments and would appreciate any suggestions that you might have concerning the coverage in future surveys.

AVERAGE SALARIES* FOR SELECT JOBS

In 1972, 1974, 1976, 1978, 1980 and 1982 Surveys

(In Dollars)

POSITION	PERCENT CHANGE 1982 vs 1980	1982	1980	1978	1976	1974	1972
MANUFACTURING							
1. General Manager	15.6	52,000	45,000	40,000	36,000	30,700	27,400
2. Plant Manager	22.3	39,000	31,900	27,400	25,000	23,000	19,800
3. Production Manager, Superintendent	13.6	29,200	25,700	22,000	18,800	18,300	15,000
4. Genral Foreman	21.0	23,600	19,500	17,500	14,500	14,300	12,000
8. Supervisor Quality Control	4.0	20,800	20,000	16,000	15,700	13,800	10,200
MARKETING							
9. Vice President/Sales Manager	16.9	42,300	36,200	30,000	27,000	22,200	21,500
10. Assistant Sales Manager	2.5	36,900	36,000	25,000	23,000	18,900	16,500
FINANCE							
18. Treasurer	10.0	40,700	37,000	30,000	25,000	21,700	18,600
19. Controller Or Accounting Manager	11.3	31,600	28,400	24,700	21,600	18,000	15,300
22. Credit Manager	1.0	21,200	21,000	16,200	17,600	14,500	13,800
ENGINEERING							
24. Research & Development Dept. Manager	12.1	37,000	33,000	27,400	26,600	23,200	20,000
25. Chief Engineer Or Plant Engineer	14.1	34,800	30,500	25,000	21,900	18,800	18,000
27. Senior Engineer	6.5	29,500	27,700	23,700	19,800	18,400	15,800
28. Product Designer	9.8	24,700	22,500	18,500	18,400	18,200	12,900
29. Mold Designer	22.9	29,500	24,000	21,000	18,900	15,900	13,300
30. Estimator	9.7	21,500	19,600	15,000	14,200	13,000	11,000
PERSONNEL							
31. Personnel Manager	13.2	21,500	23,400	20,100	18,400	15,900	14,300
32. Office Manager	3.9	18,700	18,000	14,600	13,500	12,700	10,000
PURCHASING							
33. Purchasing Agent	11.9	24,400	21,800	17,800	17,000	14,900	13,000
34. Buyer	28.2	20,000	15,600	14,100	12,900	11,000	10,000

*The average reported is the median salary.

PAY BONUS				BASIS ON WHICH BONUS IS PAID																			
Survey Year	Yes	No	N.A.	Percent of Profits	Percent of Net Profit b/Taxes	Sales	Percent of Wages	Length of Service	Performance	Amount of Earnings	Position in Company	Discretionary Bonus	Management Discretion	Profit Sharing	Merit	Christmas Bonus	Company Incentive Plans	Employee Contribution to Co. Profit	Meeting Goals	R.O.I. or R.O.P.	Productivity	Co. Formula	N.A.
1982	146	35	20	66	6	9	6	9	19	5	7	2	12	13	10	2	2	2	5	5	3	4	4
1980	126	31	16	54	11	18	9	6	12	2	2	5	11	12	5	4	2	7	4	—	—	—	4

DISTRIBUTION OF REPORTING PLANTS[a] AND DIVISIONS

BY SALES VOLUME

SALES VOLUME (In Dollars)	REGION				DIVISION	TOTAL
	Northeast	North Central	South	West		
Up to $1,000,000	9	4	5	9	—	27
$1,000,000- $2,000,000	9	15	9	5	—	38
$2,000,000- $5,000,000	19	28	21	11	—	79
$5,000,000-$10,000,000	13	39	12	8	4	76
Over-$10,000,000	9	36	11	5	18	79
TOTAL	59	122	58	38	22	299

(a) One plant in Hawaii excluded.

DISTRIBUTION OF REPORTING FIRMS BY NUMBER OF PLANTS

NUMBER OF PLANTS	TOTAL
1	169
2	11
3	12
4	3
5 or more	6
TOTAL FIRMS	201

SALARY SURVEY NO. 13 — 1982 • PLASTICS PROCESSING COMPANIES

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
MANUFACTURING						
1. General Manager						
Number of Plants	7	9	4	7	–	27
Average Number of Persons Responsible For	23	24	32	10	–	21
Lowest Salary	34.0	26.0	33.5	24.0	–	24.0
Highest Salary	66.0	48.0	38.5	46.0	–	66.0
Median Salary 1982	52.0	37.5	37.2	32.5	–	37.2
Median Salary 1980	29.4	30.0	37.2	40.0	–	31.0
Your Average Salary						
2. Plant Manager						
Number of Plants	9	10	9	8	–	36
Average Number of Persons Responsible For	19	12	14	26	–	17
Lowest Salary	19.2	20.5	15.0	21.0	–	15.0
Highest Salary	42.7	67.0	32.0	50.0	–	67.0
Median Salary 1982	30.5	28.8	25.0	34.3	–	28.8
Median Salary 1980	28.0	32.4	30.0	29.0	–	29.5
Your Average Salary						
3. Production Manager, Superintendent						
Number of Plants	8	5	6	6	–	25
Average Number of Persons Responsible For	18	22	10	13	–	15
Lowest Salary	21.8	20.0	12.0	18.0	–	12.0
Highest Salary	40.0	29.4	25.2	42.0	–	42.0
Median Salary 1982	29.2	24.2	20.4	26.6	–	26.5
Median Salary 1980	23.8	24.0	23.3	22.9	–	23.5
Your Average Salary						
4. General Foreman						
Number of Plants	7	10	3	3	–	23
Average Number of Persons Responsible For	6	4	7	6	–	5
Lowest Salary	15.0	15.0	18.0	15.3	–	15.0
Highest Salary	42.9	26.1	22.5	27.2	–	42.9
Median Salary 1982	24.0	18.9	20.0	22.8	–	19.5
Median Salary 1980	18.7	19.5	18.0	20.0	–	18.3
Your Average Salary						
5. Manager/Plant or Industrial Engineer						
Number of Plants	2	–	1	–	–	3
Average Number of Persons Responsible For	3	–	–	–	–	2
Lowest Salary	22.5	–	16.0	–	–	16.0
Highest Salary	45.0	–	16.0	–	–	45.0
Median Salary 1982	33.8	–	16.0	–	–	22.5
Median Salary 1980	22.0	–	–	28.0	–	25.0
Your Average Salary						
6. Traffic Manager and/or Distribution Manager						
Number of Plants	2	4	–	2	–	8
Average Number of Persons Responsible For	–	1	–	7	–	2
Lowest Salary	18.0	15.0	–	19.2	–	15.0
Highest Salary	22.0	23.0	–	20.0	–	23.0
Median Salary 1982	20.0	18.7	–	19.6	–	19.6
Median Salary 1980	11.8	19.2	–	22.3	–	18.2
Your Average Salary						

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
7. Manager, Quality Control						
Number of Plants	5	3	1	–	–	9
Average Number of Persons Responsible For	2	1	3	–	–	2
Lowest Salary	16.6	16.0	17.0	–	–	16.0
Highest Salary	31.2	23.8	17.0	–	–	31.2
Median Salary 1982	25.0	17.0	17.0	–	–	21.4
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
8. Supervisor, Quality Control						
Number of Plants	2	2	1	1	–	6
Average Number of Persons Responsible For	1	1	3	–	–	1
Lowest Salary	14.0	15.0	13.5	13.1	–	13.1
Highest Salary	14.0	25.0	13.5	13.1	–	25.0
Median Salary 1982	14.0	20.0	13.5	13.1	–	16.4
Median Salary 1980	15.6	17.6	15.0	16.3	–	16.0
Your Average Salary						
MARKETING						
9. Vice President Sales/Sales Manager						
Number of Plants	3	8	3	1	–	15
Average Number of Persons Responsible For	1	1	2	–	–	1
Lowest Salary	20.8	24.0	24.0	26.0	–	20.8
Highest Salary	48.0	65.5	35.0	26.0	–	65.5
Median Salary 1982	30.0	34.2	24.7	26.0	–	30.9
Median Salary 1980	20.8	28.2	24.5	28.5	–	26.0
Your Average Salary						
10. Assistant Sales Manager						
Number of Plants	1	–	–	–	–	1
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	32.0	–	–	–	–	32.0
Highest Salary	32.0	–	–	–	–	32.0
Median Salary 1982	32.0	–	–	–	–	32.0
Median Salary 1980	–	–	–	20.2	–	20.2
Your Average Salary						
11. Regional/District Sales Manager						
Number of Plants	–	–	–	–	–	–
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	–	–	–	–	–
Highest Salary	–	–	–	–	–	–
Median Salary 1982	–	–	–	–	–	–
Median Salary 1980	24.0	34.0	–	39.5	–	34.0
Your Average Salary						
12. Senior Salesman						
Number of Plants	2	2	1	–	–	5
Average Number of Persons Responsible For	–	–	1	–	–	–
Lowest Salary	28.0	29.3	36.0	–	–	28.0
Highest Salary	31.0	30.0	36.0	–	–	36.0
Median Salary 1982	29.5	29.4	36.0	–	–	30.0
Median Salary 1980	–	–	24.0	19.8	–	24.0
Your Average Salary						

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
13. Salesman 5-10 Years						
Number of Plants	–	2	–	–	–	2
Average Number of Persons Responsible For	–	1	–	–	–	1
Lowest Salary	–	15.0	–	–	–	15.0
Highest Salary	–	30.0	–	–	–	30.0
Median Salary 1982	–	22.5	–	–	–	22.5
Median Salary 1980	–	22.0	24.1	26.4	–	24.1
Your Average Salary						
14. Salesman 3-5 Years						
Number of Plants	–	–	1	1	–	2
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	–	20.0	31.5	–	20.0
Highest Salary	–	–	20.0	31.5	–	31.5
Median Salary 1982	–	–	20.0	31.5	–	25.8
Median Salary 1980	–	–	17.5	22.8	–	22.8
Your Average Salary						
15. Salesman 1-3 Years						
Number of Plants	2	–	–	1	–	3
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	16.6	–	–	24.0	–	16.6
Highest Salary	18.5	–	–	24.0	–	24.0
Median Salary 1982	17.6	–	–	24.0	–	18.5
Median Salary 1980	–	17.8	18.0	18.0	–	18.0
Your Average Salary						
16. Sales Trainee						
Number of Plants	–	–	2	–	–	2
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	–	10.0	–	–	10.0
Highest Salary	–	–	16.1	–	–	16.1
Median Salary 1982	–	–	13.1	–	–	13.1
Median Salary 1980	17.2	–	22.0	–	–	19.6
Your Average Salary						
17. Customer Service Manager						
Number of Plants	–	2	–	1	–	3
Average Number of Persons Responsible For	–	–	–	2	–	1
Lowest Salary	–	18.0	–	16.8	–	16.8
Highest Salary	–	20.0	–	16.8	–	20.0
Median Salary 1982	–	19.0	–	16.8	–	18.0
Median Salary 1980	9.0	12.0	19.3	14.0	–	13.0
Your Average Salary						
FINANCE AND ADMINISTRATIVE						
18. Treasurer						
Number of Plants	–	2	2	1	–	5
Average Number of Persons Responsible For	–	3	–	4	–	3
Lowest Salary	–	24.0	10.0	24.0	–	10.0
Highest Salary	–	36.7	27.0	24.0	–	36.7
Median Salary 1982	–	30.4	18.5	24.0	–	24.0
Median Salary 1980	–	36.0	21.8	30.0	–	24.0
Your Average Salary						

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
19. Controller or Accounting Manager						
Number of Plants	2	2	2	–	–	6
Average Number of Persons Responsible For	2	1	–	–	–	1
Lowest Salary	10.0	24.7	10.0	–	–	10.0
Highest Salary	13.5	25.0	15.0	–	–	25.0
Median Salary 1982	11.8	24.9	12.5	–	–	14.3
Median Salary	16.1	21.2	–	18.0	–	20.0
Your Average Salary						
20. Accountant–Cost Supervisor						
Number of Plants	–	–	–	–	–	–
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	–	–	–	–	–
Highest Salary	–	–	–	–	–	–
Median Salary	–	–	–	–	–	–
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
21. Accountant–General Supervisor						
Number of Plants	–	4	–	2	–	6
Average Number of Persons Responsible For	–	1	–	1	–	1
Lowest Salary	–	14.6	–	15.6	–	14.6
Highest Salary	–	20.4	–	20.0	–	20.4
Median Salary 1982	–	19.0	–	17.8	–	18.6
Median Salary 1980	12.8	–	–	16.9	–	14.3
Your Average Salary						
22. Credit Manager						
Number of Plants	–	–	–	1	–	1
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	–	–	13.8	–	13.8
Highest Salary	–	–	–	13.8	–	13.8
Median Salary 1982	–	–	–	13.8	–	13.8
Median Salary 1980	–	17.7	–	24.0	–	21.2
Your Average Salary						
23. Manager–Electronic Data Processing						
Number of Plants	–	1	–	–	–	1
Average Number of Persons Responsible For	–	2	–	–	–	2
Lowest Salary	–	21.6	–	–	–	21.6
Highest Salary	–	21.6	–	–	–	21.6
Median Salary 1982	–	21.6	–	–	–	21.6
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
ENGINEERING						
24. Research & Development Dept. Manager						
Number of Plants	1	1	–	–	–	2
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	22.0	31.5	–	–	–	22.0
Highest Salary	22.0	31.5	–	–	–	31.5
Median Salary 1982	22.0	31.5	–	–	–	26.8
Median Salary 1980	–	20.0	–	26.0	–	23.0
Your Average Salary						

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
25. Chief Engineer or Plant Manager						
Number of Plants	1	7	2	–	–	10
Average Number of Persons Responsible For	–	4	2	–	–	3
Lowest Salary	28.0	13.0	14.0	–	–	13.0
Highest Salary	28.0	40.0	35.0	–	–	40.0
Median Salary 1982	28.0	30.6	24.5	–	–	29.1
Median Salary 1980	27.5	28.2	–	–	–	28.2
Your Average Salary						
26. Manufacturing Engineering Manager						
Number of Plants	2	3	–	–	–	5
Average Number of Persons Responsible For	2	6	–	–	–	4
Lowest Salary	19.2	21.0	–	–	–	19.2
Highest Salary	28.6	43.9	–	–	–	43.9
Median Salary 1982	23.9	28.8	–	–	–	28.6
Median Salary 1980	22.1	–	–	–	–	22.1
Your Average Salary						
27. Senior Engineer						
Number of Plants	–	2	–	1	–	3
Average Number of Persons Responsible For	–	7	–	–	–	5
Lowest Salary	–	17.5	–	29.0	–	17.5
Highest Salary	–	30.7	–	29.0	–	30.7
Median Salary 1982	–	24.1	–	29.0	–	29.0
Median Salary 1980	–	16.0	25.5	–	–	23.0
Your Average Salary						
28. Product Designer						
Number of Plants	1	3	–	1	–	5
Average Number of Persons Responsible For	1	1	–	–	–	1
Lowest Salary	14.8	14.0	–	20.0	–	14.0
Highest Salary	14.8	32.0	–	20.0	–	32.0
Median Salary 1982	14.8	20.5	–	20.0	–	20.0
Median Salary 1980	15.3	19.4	22.0	27.0	–	19.4
Your Average Salary						
29. Mold Designer						
Number of Plants	2	2	–	–	–	4
Average Number of Persons Responsible For	–	1	–	–	–	–
Lowest Salary	21.0	24.1	–	–	–	21.0
Highest Salary	29.1	35.0	–	–	–	35.0
Median Salary 1982	25.1	29.6	–	–	–	26.6
Median Salary 1980	–	21.2	–	23.0	–	21.2
Your Average Salary						
30. Estimator						
Number of Plants	–	3	1	1	–	5
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	13.5	16.4	22.8	–	13.5
Highest Salary	–	28.0	16.4	22.8	–	28.0
Median Salary 1982	–	23.9	16.4	22.8	–	22.8
Median Salary 1980	19.0	18.0	–	24.0	–	19.0
Your Average Salary						

ANNUAL SALES VOLUME UP TO $2,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
PERSONNEL						
31. Personnel Manager						
Number of Plants	1	–	–	1	–	2
Average Number of Persons Responsible For	–	–	–	30	–	15
Lowest Salary	25.0	–	–	13.2	–	13.2
Highest Salary	25.0	–	–	13.2	–	25.0
Median Salary 1982	25.0	–	–	13.2	–	19.1
Median Salary 1980	12.0	14.2	–	24.0	–	14.2
Your Average Salary						
32. Office Manager						
Number of Plants	3	4	4	2	–	13
Average Number of Persons Responsible For	1	1	–	–	–	–
Lowest Salary	14.8	13.1	10.0	12.0	–	10.0
Highest Salary	21.8	19.5	15.0	18.0	–	21.8
Median Salary 1982	20.0	17.0	14.5	15.0	–	16.6
Median Salary 1980	13.8	16.7	16.9	15.0	–	15.5
Your Average Salary						
PURCHASING						
33. Purchasing Agent						
Number of Plants	4	1	1	1		7
Average Number of Persons Responsible For	1	3	1	1	–	1
Lowest Salary	17.7	23.2	20.7	16.0	–	16.0
Highest Salary	25.0	23.2	20.7	16.0	–	25.0
Median Salary 1982	21.5	23.2	20.7	16.0	–	20.8
Median Salary 1980	15.0	12.8	20.4	18.5	–	15.4
Your Average Salary						
34. Buyer						
Number of Plants	–	1	1	–	–	2
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	20.0	13.0	–	–	13.0
Highest Salary	–	20.0	13.0	–	–	20.0
Median Salary 1982	–	20.0	13.0	–	–	16.5
Median Salary 1980	–	15.9	–	–	–	15.9
Your Average Salary						

SALARY SURVEY NO. 13 — 1982 • PLASTICS PROCESSING COMPANIES

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
MANUFACTURING						
1. General Manager						
Number of Plants	6	12	8	6	–	32
Average Number of Persons Responsible For	41	33	78	64	–	51
Lowest Salary	40.0	28.3	35.0	39.4	–	28.3
Highest Salary	72.0	75.0	64.8	150.0	–	150.0
Median Salary 1982	43.7	45.5	50.0	70.0	–	50.0
Median Salary 1980	33.9	44.5	48.5	49.8	–	44.0
Your Average Salary						
2. Plant Manager						
Number of Plants	11	17	16	6	–	50
Average Number of Persons Responsible For	34	23	30	47	–	31
Lowest Salary	22.3	24.0	24.0	33.0	–	22.3
Highest Salary	46.8	68.0	48.4	53.0	–	68.0
Median Salary 1982	31.1	35.7	33.4	43.9	–	35.7
Median Salary 1980	23.5	36.0	30.5	30.0	–	30.0
Your Average Salary						
3. Production Manager, Superintendent						
Number of Plants	11	15	10	7	–	43
Average Number of Persons Responsible For	17	20	22	31	–	22
Lowest Salary	20.8	20.0	15.0	26.0	–	15.0
Highest Salary	49.1	38.0	32.1	53.0	–	53.0
Median Salary 1982	29.3	28.0	23.6	34.0	–	28.7
Median Salary 1980	24.9	24.7	25.7	30.0	–	25.7
Your Average Salary						
4. General Foreman						
Number of Plants	10	15	9	7	–	41
Average Number of Persons Responsible For	17	14	7	12	–	12
Lowest Salary	18.6	17.0	18.0	22.0	–	17.0
Highest Salary	28.4	27.0	50.3	50.0	–	50.3
Median Salary 1982	22.0	21.7	21.1	27.2	–	22.0
Median Salary 1980	16.0	19.8	18.0	23.0	–	18.2
Your Average Salary						
5. Manager/Plant or Industrial Engineer						
Number of Plants	6	1	3	2	–	12
Average Number of Persons Responsible For	1	1	6	1	–	2
Lowest Salary	24.0	18.0	22.0	26.1	–	18.0
Highest Salary	30.5	18.0	35.5	32.7	–	35.5
Median Salary 1982	25.8	18.0	25.5	27.4	–	25.6
Median Salary 1980	23.9	23.5	–	35.8	–	24.0
Your Average Salary						
6. Traffic Manager and/or Distribution Manager						
Number of Plants	8	5	6	4	–	23
Average Number of Persons Responsible For	3	2	3	3	–	3
Lowest Salary	8.5	15.0	17.7	20.0	–	8.5
Highest Salary	25.7	18.0	25.0	24.4	–	25.7
Median Salary 1982	20.4	15.8	21.0	23.0	–	20.5
Median Salary 1980	16.7	16.0	16.3	20.0	–	17.2
Your Average Salary						

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
7. Manager, Quality Control						
Number of Plants	7	13	2	4	–	26
Average Number of Persons Responsible For	3	2	3	2	–	3
Lowest Salary	8.0	15.6	22.0	19.6	–	8.0
Highest Salary	30.0	27.2	22.0	30.0	–	30.0
Median Salary 1982	25.5	20.6	22.0	27.1	–	23.0
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
8. Supervisor, Quality Control						
Number of Plants	2	6	3	5	–	16
Average Number of Persons Responsible For	2	2	2	3	–	2
Lowest Salary	17.1	13.0	15.0	16.2	–	13.0
Highest Salary	25.1	22.3	29.1	35.0	–	35.0
Median Salary 1982	21.1	16.4	19.7	22.0	–	19.4
Median Salary 1980	17.0	20.0	18.0	18.7	–	18.9
Your Average Salary						
MARKETING						
9. Vice President Sales/Sales Manager						
Number of Plants	7	9	8	5	–	29
Average Number of Persons Responsible For	4	3	9	4	–	5
Lowest Salary	33.3	26.0	21.0	36.0	–	21.0
Highest Salary	47.5	44.0	60.0	100.0	–	100.0
Median Salary 1982	38.0	30.0	35.0	50.4	–	36.8
Median Salary 1980	27.0	29.5	30.0	34.8	–	30.0
Your Average Salary						
10. Assistant Sales Manager						
Number of Plants	1	1	–	–	–	2
Average Number of Persons Responsible For	–	1	–	–	–	–
Lowest Salary	28.5	22.0	–	–	–	22.0
Highest Salary	28.5	22.0	–	–	–	28.5
Median Salary 1982	28.5	22.0	–	–	–	25.3
Median Salary 1980	–	22.0	–	–	–	22.0
Your Average Salary						
11. Regional/District Sales Manager						
Number of Plants	3	1	1	3	–	8
Average Number of Persons Responsible For	1	3	5	1	–	2
Lowest Salary	29.0	35.0	26.3	28.2	–	26.3
Highest Salary	32.0	35.0	26.3	39.6	–	39.6
Median Salary 1982	31.4	35.0	26.3	38.0	–	31.7
Median Salary 1980	30.0	24.0	22.0	33.5	–	24.0
Your Average Salary						
12. Senior Salesman						
Number of Plants	2	2	5	3	–	12
Average Number of Persons Responsible For	1	1	–	–	–	–
Lowest Salary	26.7	38.5	20.0	33.0	–	20.0
Highest Salary	29.3	40.0	35.0	50.4	–	50.4
Median Salary 1982	28.0	39.3	20.8	34.8	–	28.6
Median Salary 1980	20.0	36.3	15.6	29.8	–	32.1
Your Average Salary						

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
13. Salesman 5–10 Years						
Number of Plants	3	1	1	2	–	7
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	22.8	24.0	14.0	25.5	–	14.0
Highest Salary	42.4	24.0	14.0	35.4	–	42.4
Median Salary 1982	36.5	24.0	14.0	32.1	–	25.5
Median Salary 1980	–	31.5	28.0	30.7	–	29.2
Your Average Salary						
14. Salesman 3–5 Years						
Number of Plants	2	4	4	2	–	12
Average Number of Persons Responsible For	–	–	–	1	–	–
Lowest Salary	28.0	22.0	14.0	23.8	–	14.0
Highest Salary	29.5	25.0	24.0	28.0	–	29.5
Median Salary 1982	28.8	22.6	17.5	25.9	–	24.5
Median Salary 1980	23.5	26.9	26.5	21.5	–	24.3
Your Average Salary						
15. Salesman 1–3 Years						
Number of Plants	3	3	3	–	–	9
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	25.0	19.0	14.0	–	–	14.0
Highest Salary	32.0	24.0	29.0	–	–	32.0
Median Salary 1982	26.5	19.7	18.6	–	–	24.0
Median Salary 1980	23.0	21.5	18.0	21.7	–	20.1
Your Average Salary						
16. Sales Trainee						
Number of Plants	1	3	1	–	–	5
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	16.0	15.0	17.9	–	–	15.0
Highest Salary	16.0	17.8	17.9	–	–	17.9
Median Salary 1982	16.0	17.0	17.9	–	–	17.0
Median Salary 1980	10.4	13.0	13.8	19.6	–	13.0
Your Average Salary						
17. Custom Service Manager						
Number of Plants	8	4	2	2	–	16
Average Number of Persons Responsible For	1	1	7	2	–	2
Lowest Salary	16.7	13.6	19.0	22.0	–	13.6
Highest Salary	26.0	28.0	24.0	27.5	–	28.0
Median Salary 1982	18.3	20.0	21.5	24.8	–	20.0
Median Salary 1980	18.5	20.0	15.8	15.8	–	18.3
Your Average Salary						
FINANCE AND ADMINISTRATIVE						
18. Treasurer						
Number of Plants	4	5	3	3	–	15
Average Number of Persons Responsible For	4	4	16	5	–	7
Lowest Salary	33.2	27.7	25.0	40.8	–	25.0
Highest Salary	39.1	40.0	50.0	48.0	–	50.0
Median Salary 1982	36.7	38.0	29.4	42.0	–	36.7
Median Salary 1980	41.7	–	–	18.6	–	40.0
Your Average Salary						

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
19. Controller or Accounting Manager						
Number of Plants	4	3	–	4	–	11
Average Number of Persons Responsible For	4	1	–	4	–	3
Lowest Salary	29.9	16.0	–	27.5	–	16.0
Highest Salary	36.0	29.0	–	40.0	–	40.0
Median Salary 1982	32.5	19.6	–	30.8	–	28.4
Median Salary 1980	22.0	30.5	21.9	25.0	–	24.7
Your Average Salary						
20. Accountant–Cost Supervisor						
Number of Plants	1	–	1	1	–	3
Average Number of Persons Responsible For	–	–	–	1	–	–
Lowest Salary	27.0	–	25.0	26.4	–	25.0
Highest Salary	27.0	–	25.0	26.4	–	27.0
Median Salary 1982	27.0	–	25.0	26.4	–	26.4
Median Salary 1980	18.7	–	22.0	–	–	19.0
Your Average Salary						
21. Accountant–General Supervisor						
Number of Plants	3	3	3	4	–	13
Average Number of Persons Responsible For	3	–	2	3	–	3
Lowest Salary	19.2	12.5	15.0	20.1	–	12.5
Highest Salary	22.0	19.0	24.0	27.9	–	27.9
Median Salary 1982	21.2	17.5	20.4	23.6	–	20.9
Median Salary 1980	17.4	17.0	23.0	15.0	–	17.0
Your Average Salary						
22. Credit Manager						
Number of Plants	2	–	1	–	–	3
Average Number of Persons Responsible For	1	–	2	–	–	1
Lowest Salary	18.0	–	15.0	–	–	15.0
Highest Salary	18.0	–	15.0	–	–	18.0
Median Salary 1982	18.0	–	15.0	–	–	16.5
Median Salary 1980	11.5	13.9	–	13.2	–	13.1
Your Average Salary						
23. Manager–Electronic Data Processing						
Number of Plants	2	2	–	1	–	5
Average Number of Persons Responsible For	3	3	–	3	–	3
Lowest Salary	21.0	25.9	–	40.0	–	21.0
Highest Salary	28.1	35.6	–	40.0	–	40.0
Median Salary 1982	24.6	30.7	–	40.0	–	28.1
Median Salary 1980	15.5	25.5	–	28.6	–	28.6
Your Average Salary						
ENGINEERING						
24. Research & Development Dept. Manager						
Number of Plants	1	3	4	2	–	10
Average Number of Persons Responsible For	1	2	5	3	–	3
Lowest Salary	39.0	25.8	24.0	25.0	–	24.0
Highest Salary	39.0	68.0	48.0	32.2	–	68.0
Median Salary 1982	39.0	35.6	34.5	28.6	–	34.1
Median Salary 1980	35.5	31.0	18.0	32.2	–	31.0
Your Average Salary						

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
25. Chief Engineer or Plant Engineer						
Number of Plants	1	5	3	5	–	14
Average Number of Persons Responsible For	9	2	1	3	–	3
Lowest Salary	42.0	21.1	22.0	26.0	–	21.1
Highest Salary	42.0	44.0	35.7	55.0	–	55.0
Median Salary 1982	42.0	32.6	27.0	34.0	–	32.6
Median Salary 1980	24.0	21.0	27.0	23.3	–	24.0
Your Average Salary						
26. Manufacturing Engineer Manager						
Number of Plants	1	4	2	1	–	8
Average Number of Persons Responsible For	2	1	4	4	–	2
Lowest Salary	32.0	15.6	19.6	38.4	–	15.6
Highest Salary	32.0	30.0	25.0	38.4	–	38.4
Median Salary 1982	32.0	26.1	22.3	38.4	–	27.4
Median Salary 1980	24.7	25.9	23.4	21.0	–	25.3
Your Average Salary						
27. Senior Engineer						
Number of Plants	1	5	–	–	–	6
Average Number of Persons Responsible For	–	4	–	–	–	4
Lowest Salary	18.6	22.0	–	–	–	18.6
Highest Salary	18.6	35.0	–	–	–	35.0
Median Salary 1982	18.6	27.5	–	–	–	26.0
Median Salary 1980	22.5	24.3	24.2	30.7	–	23.2
Your Average Salary						
28. Product Designer						
Number of Plants	1	2	1	1	–	5
Average Number of Persons Responsible For	2	–	2	–	–	1
Lowest Salary	21.7	18.0	27.0	28.0	–	18.0
Highest Salary	21.7	34.0	27.0	28.0	–	34.0
Median Salary 1982	21.7	23.3	27.0	28.0	–	27.0
Median Salary 1980	19.5	18.2	22.3	18.2	–	18.2
Your Average Salary						
29. Mold Designer						
Number of Plants	3	2	1	3	–	9
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	22.0	15.0	21.0	18.0	–	15.0
Highest Salary	27.6	36.0	21.0	35.0	–	36.0
Median Salary 1982	23.8	25.5	21.0	26.4	–	23.8
Median Salary 1980	21.0	19.7	–	25.0	–	21.0
Your Average Salary						
30. Estimator						
Number of Plants	1	3	2	1	–	7
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	37.0	12.5	16.0	22.5	–	12.5
Highest Salary	37.0	21.0	25.0	22.5	–	37.0
Median Salary 1982	37.0	17.0	20.5	22.5	–	21.0
Median Salary 1980	15.5	18.0	15.5	22.0	–	17.0
Your Average Salary						

SALARY SURVEY NO. 13 — 1982 • PLASTICS PROCESSING COMPANIES

ANNUAL SALES VOLUME $2,000,000 – $5,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
PERSONNEL						
31. Personnel Manager						
Number of Plants	3	4	2	4	–	13
Average Number of Persons Responsible For	1	1	–	–	–	–
Lowest Salary	17.2	12.0	14.1	15.0	–	12.0
Highest Salary	31.0	23.4	29.7	24.0	–	31.0
Median Salary 1982	25.8	19.2	21.9	17.2	–	20.5
Median Salary 1980	18.7	18.0	15.0	18.0	–	18.3
Your Average Salary						
32. Office Manager						
Number of Plants	5	5	3	2	–	15
Average Number of Persons Responsible For	1	1	1	3	–	1
Lowest Salary	13.6	15.0	12.0	16.5	–	12.0
Highest Salary	25.0	21.0	19.8	18.0	–	25.0
Median Salary 1982	16.9	17.0	15.5	17.3	–	16.7
Median Salary 1980	12.5	17.8	19.5	21.6	–	18.6
Your Average Salary						
PURCHASING						
33. Purchasing Agent						
Number of Plants	3	9	4	5	–	21
Average Number of Persons Responsible For	–	1	2	2	–	1
Lowest Salary	13.4	13.0	15.0	16.9	–	13.0
Highest Salary	24.2	27.0	19.8	26.0	–	27.0
Median Salary 1982	22.0	24.5	19.4	22.5	–	22.7
Median Salary 1980	21.6	20.8	16.8	24.0	–	21.0
Your Average Salary						
34. Buyer						
Number of Plants	2	2	4	–	–	8
Average Number of Persons Responsible For	1	1	1	–	–	1
Lowest Salary	12.0	18.2	19.0	–	–	12.0
Highest Salary	16.9	24.5	24.2	–	–	24.5
Median Salary 1982	14.5	21.4	22.0	–	–	20.0
Median Salary 1980	15.0	14.6	–	15.6	–	15.0
Your Avergge Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
MANUFACTURING						
1. General Manager						
Number of Plants	10	7	2	5	4	28
Average Number of Persons Responsible For	54	49	44	67	50	54
Lowest Salary	35.0	48.0	55.0	30.0	35.0	30.0
Highest Salary	115.2	66.0	64.0	61.5	85.0	115.2
Median Salary 1982	45.8	59.4	59.5	41.6	69.2	54.5
Median Salary 1980	50.0	44.0	55.0	46.0	65.0	49.2
Your Average Salary						
2. Plant Manager						
Number of Plants	8	31	10	6	3	58
Average Number of Persons Responsible For	50	43	51	79	75	49
Lowest Salary	28.0	32.5	35.0	19.2	35.0	19.2
Highest Salary	53.5	62.0	67.3	52.0	71.4	71.4
Median Salary 1982	40.5	42.0	46.0	44.3	60.0	44.2
Median Salary 1980	30.0	30.4	30.3	32.5	42.0	31.3
Your Average Salary						
3. Production Manager, Superintendent						
Number of Plants	9	23	9	5	3	49
Average Number of Persons Responsible For	45	40	25	19	48	35
Lowest Salary	20.0	21.3	20.0	13.0	24.0	13.0
Highest Salary	41.2	44.3	55.5	37.8	34.0	55.5
Median Salary 1982	25.0	30.3	29.0	34.0	29.7	28.7
Median Salary 1980	24.0	28.0	24.4	27.0	–	25.3
Your Average Salary						
4. General Foreman						
Number of Plants	9	23	9	7	2	50
Average Number of Persons Responsible For	6	20	12	18	10	14
Lowest Salary	20.0	18.0	16.3	20.1	22.3	16.3
Highest Salary	31.4	40.3	51.0	40.0	28.0	51.0
Median Salary 1982	24.0	21.7	25.6	23.6	26.4	24.7
Median Salary 1980	17.3	19.1	17.8	21.8	25.5	19.0
Your Average Salary						
5. Manager/Plant or Industrial Engineer						
Number of Plants	2	5	4	1	–	12
Average Number of Persons Responsible For	3	2	6	79	–	10
Lowest Salary	21.0	21.0	28.5	33.0	–	21.0
Highest Salary	31.1	30.0	33.0	33.0	–	33.0
Median Salary 1982	26.1	29.8	28.8	33.0	–	30.1
Median Salary 1980	22.3	20.3	22.3	26.3	29.0	21.6
Your Average Salary						
6. Traffic Manager and/or Distribution Manager						
Number of Plants	8	7	4	2	1	22
Average Number of Persons Responsible For	4	4	5	3	2	4
Lowest Salary	12.5	17.4	19.0	25.0	25.7	12.5
Highest Salary	24.8	30.4	33.6	27.5	25.7	33.6
Median Salary 1982	21.0	26.3	23.9	26.3	25.7	24.6
Median Salary 1980	17.0	21.9	25.0	18.0	21.5	20.0
Your Average Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
7. Manager, Quality Control						
Number of Plants	3	14	3	–	1	21
Average Number of Persons Responsible For	4	4	3	–	5	4
Lowest Salary	21.0	15.6	26.3	–	25.0	15.6
Highest Salary	29.0	36.1	31.5	–	25.0	36.1
Median Salary 1982	28.7	28.3	28.6	–	25.0	28.2
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
8. Superintendent, Quality Control						
Number of Plants	7	16	4	3	2	32
Average Number of Persons Responsible For	3	3	2	3	5	3
Lowest Salary	12.5	14.0	15.8	23.8	12.0	12.0
Highest Salary	26.1	26.5	28.5	36.4	24.0	36.4
Median Salary 1982	19.2	18.6	26.3	30.0	18.0	20.7
Median Salary 1980	15.8	20.1	20.0	19.9	25.0	19.9
Your Average Salary						
MARKETING						
9. Vice President Sales/Sales Manager						
Number of Plants	6	15	8	5	3	37
Average Number of Persons Responsible For	2	3	4	5	6	4
Lowest Salary	27.0	27.5	13.0	36.5	35.0	13.0
Highest Salary	100.0	120.0	60.0	63.2	60.0	120.0
Median Salary 1982	37.6	40.0	46.2	52.0	45.0	43.0
Median Salary 1980	42.5	35.0	42.9	37.1	42.0	38.1
Your Average Salary						
10. Assistant Sales Manager						
Number of Plants	2	–	2	–	2	6
Average Number of Persons Responsible For	–	–	4	–	6	4
Lowest Salary	17.0	–	24.4	–	15.0	15.0
Highest Salary	21.0	–	46.1	–	45.0	46.1
Median Salary 1982	19.0	–	35.3	–	30.0	22.7
Median Salary 1980	42.0	18.0	36.0	–	–	36.0
Your Average Salary						
11. Regional/District Sales Manager						
Number of Plants	4	3	3	1	1	12
Average Number of Persons Responsible For	1	1	–	4	–	1
Lowest Salary	24.5	18.0	10.4	40.1	35.1	10.4
Highest Salary	30.0	55.0	46.0	40.1	35.1	55.0
Median Salary 1982	29.9	25.0	31.4	40.1	35.1	30.3
Median Salary 1980	30.7	28.2	28.6	26.9	–	28.6
Your Average Salary						
12. Senior Salesman						
Number of Plants	3	6	–	3	1	13
Average Number of Persons Responsible For	–	–	–	–	1	–
Lowest Salary	27.0	19.0	–	26.0	40.0	19.0
Highest Salary	38.8	52.0	–	47.0	40.0	52.0
Median Salary 1982	28.3	23.0	–	38.0	40.0	29.0
Median Salary 1980	27.0	21.9	–	25.0	–	27.0
Your Average Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
13. Salesman 5–10 Years						
Number of Plants	1	6	7	1	1	16
Average Number of Persons Responsible For	1	–	–	–	1	1
Lowest Salary	28.0	18.5	20.2	34.3	30.0	18.5
Highest Salary	28.0	35.0	41.8	34.3	30.0	41.8
Median Salary 1982	28.0	29.0	24.0	34.3	30.0	27.1
Median Salary 1980	24.4	19.4	–	18.3	–	19.4
Your Average Salary						
14. Salesman 3–5 Years						
Number of Plants	1	2	1	4	–	8
Average Number of People Responsible For	–	–	–	–	–	–
Lowest Salary	26.0	18.5	26.0	22.0	–	18.5
Highest Salary	26.0	25.0	26.0	32.0	–	32.0
Median Salary 1982	26.0	21.8	26.0	25.2	–	24.5
Median Salary 1980	24.0	20.8	–	19.0	–	24.0
Your Average Salary						
15. Salesman 1–3 Years						
Number of Plants	5	4	1	2	2	14
Average Number of Persons Responsible For	–	–	–	–	1	–
Lowest Salary	20.0	17.0	23.0	25.5	20.0	17.0
Highest Salary	35.0	30.0	23.0	39.5	27.0	39.5
Median Salary 1982	24.5	23.5	23.0	35.0	23.5	25.5
Median Salary 1980	25.0	21.4	20.0	21.2	–	24.0
Your Average Salary						
16. Sales Trainee						
Number of Plants	–	1	1	2	–	4
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	16.5	18.2	22.3	–	16.5
Highest Salary	–	16.5	18.2	28.1	–	28.1
Median Salary 1982	–	16.5	18.2	25.2	–	20.2
Median Salary 1980	18.2	13.0	13.5	15.0	20.0	15.0
Your Average Salary						
17. Customer Sales Manager						
Number of Plants	8	13	5	5	2	33
Average Number of Persons Responsible For	3	3	1	1	3	2
Lowest Salary	13.0	13.4	14.6	14.0	24.3	13.0
Highest Salary	30.0	29.0	27.1	26.0	25.0	30.0
Median Salary 1982	19.9	23.2	18.9	22.1	24.8	21.7
Median Salary 1980	15.0	16.0	16.7	22.0	15.2	17.0
Your Average Salary						
FINANCE AND ADMINISTRATIVE						
18. Treasurer						
Number of Plants	2	8	1	1	2	14
Average Number of Persons Responsible For	4	5	2	–	5	4
Lowest Salary	32.0	30.0	50.4	27.3	49.7	27.3
Highest Salary	49.5	54.8	50.4	27.3	50.0	54.8
Median Salary 1982	40.8	44.8	50.4	27.3	49.9	44.1
Median Salary 1980	43.0	34.9	43.4	35.0	46.5	35.0
Your Average Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
19. Controller or Accounting Manager						
Number of Plants	6	12	4	5	4	31
Average Number of Persons Responsible For	3	3	4	3	4	3
Lowest Salary	25.4	28.6	22.2	22.0	15.0	15.0
Highest Salary	40.0	39.3	38.8	35.0	40.0	40.0
Median Salary 1982	29.3	30.3	28.8	33.2	28.8	30.2
Median Salary 1980	24.3	28.1	31.3	30.0	27.0	27.5
Your Average Salary						
20. Accountant–Cost Supervisor						
Number of Plants	1	1	2	–	1	5
Average Number of Persons Responsible For	2	–	–	–	2	1
Lowest Salary	27.4	19.3	16.2	–	32.0	16.2
Highest Salary	27.4	19.3	33.4	–	32.0	33.4
Median Salary 1982	27.4	19.3	24.8	–	32.0	27.4
Median Salary 1980	23.0	19.0	27.0	20.5	–	19.5
Your Average Salary						
21. Accountant–General Supervisor						
Number of Plants	4	9	1	4	2	20
Average Number of Persons Responsible For	2	2	1	1	4	2
Lowest Salary	14.0	17.2	25.0	17.8	18.4	14.0
Highest Salary	28.0	26.3	25.0	26.9	28.0	28.0
Median Salary 1982	17.6	21.4	25.0	22.7	23.2	21.3
Median Salary 1980	20.2	17.0	21.9	20.0	–	19.2
Your Average Salary						
22. Credit Manager						
Number of Plants	2	1	2	–	1	6
Average Number of Persons Responsible For	1	3	–	–	–	1
Lowest Salary	19.2	17.0	14.0	–	21.6	14.0
Highest Salary	26.1	17.0	15.6	–	21.6	26.1
Median Salary 1982	22.7	17.0	14.8	–	21.6	18.1
Median Salary 1980	16.4	14.3	21.0	23.0	–	17.2
Your Average Salary						
23. Manager–Electronic Data Processing						
Number of Plants	2	2	1	–	2	7
Average Number of Persons Responsible For	1	1	1	–	4	2
Lowest Salary	24.0	20.5	23.5	–	27.0	20.5
Highest Salary	40.0	26.5	23.5	–	36.0	40.0
Median Salary 1982	31.0	23.5	23.5	–	31.5	26.5
Median Salary 1980	31.5	19.6	21.5	17.7	21.0	21.5
Your Average Salary						
ENGINEERING						
24. Research & Development Dept. Manager						
Number of Plants	1	4	4	2	1	12
Average Number of Persons Responsible For	5	4	4	9	3	4
Lowest Salary	36.4	26.4	18.2	33.0	35.0	18.2
Highest Salary	36.4	40.8	50.4	49.0	35.0	50.4
Median Salary 1982	36.4	38.4	28.6	41.0	35.0	35.2
Median Salary 1980	28.6	34.1	37.5	27.5	58.4	33.1
Your Average Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
25. Chief Engineer or Plant Engineer						
Number of Plants	2	9	1	3	4	19
Average Number of Persons Responsible For	6	3	–	3	4	3
Lowest Salary	38.0	22.9	33.6	30.9	29.0	22.9
Highest Salary	48.0	41.0	33.6	52.5	65.0	65.0
Median Salary 1982	43.0	27.0	33.6	36.8	38.3	33.0
Median Salary 1980	32.0	33.2	27.9	21.8	40.0	28.4
Your Average Salary						
26. Manufacturing Engineering Manager						
Number of Plants	2	6	2	–	3	13
Average Number of Persons Responsible For	2	7	3	–	3	5
Lowest Salary	27.0	34.0	21.8	–	24.0	21.8
Highest Salary	36.2	60.5	23.4	–	42.0	60.5
Median Salary 1982	31.6	40.0	22.6	–	27.0	33.0
Median Salary 1980	21.0	23.0	35.6	26.5	31.1	23.0
Your Average Salary						
27. Senior Engineer						
Number of Plants	3	10	1	–	2	16
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	30.3	19.8	24.2	–	27.0	19.8
Highest Salary	35.0	30.3	24.2	–	30.0	35.0
Median Salary 1982	34.5	25.7	24.2	–	28.0	27.5
Median Salary 1980	22.2	24.5	26.1	26.4	–	25.0
Your Average Salary						
28. Product Designer						
Number of Plants	4	5	–	–	–	9
Average Number of Persons Responsible For	–	1	–	–	–	–
Lowest Salary	21.0	16.0	–	–	–	16.0
Highest Salary	25.2	33.8	–	–	–	33.8
Median Salary 1982	24.3	25.0	–	–	–	24.7
Median Salary 1980	18.2	28.0	22.5	–	–	22.5
Your Average Salary						
29. Mold Designer						
Number of Plants	1	5	4	1	1	12
Average Number of Persons Responsible For	–	1	1	–	2	1
Lowest Salary	34.6	16.0	24.8	30.9	28.0	16.0
Highest Salary	34.6	33.8	31.4	30.9	28.0	34.6
Median Salary 1982	34.6	25.0	29.5	30.9	28.0	28.0
Median Salary 1980	12.0	21.0	–	25.0	–	23.4
Your Average Salary						
30. Estimator						
Number of Plants	3	11	1	1	1	17
Average Number of Persons Responsible For	–	–	–	–	3	–
Lowest Salary	12.0	14.8	24.3	21.2	28.0	12.0
Highest Salary	19.0	24.5	24.3	21.2	28.0	28.0
Median Salary 1982	13.0	19.9	24.3	21.2	28.0	19.9
Median Salary 1980	19.7	18.0	–	24.5	–	19.7
Your Average Salary						

ANNUAL SALES VOLUME $5,000,000 – $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
PERSONNEL						
31. Personnel Manager						
Number of Plants	4	7	2	3	1	17
Average Number of Persons Responsible For	3	1	1	–	1	1
Lowest Salary	14.0	16.5	26.0	26.3	32.4	14.0
Highest Salary	28.5	27.5	34.3	32.2	32.4	34.3
Median Salary 1982	22.6	23.5	30.2	27.5	32.4	25.3
Median Salary 1980	20.5	20.4	20.0	19.3	28.3	22.3
Your Average Salary						
32. Office Manager						
Number of Plants	2	5	5	2	3	17
Average Number of Persons Responsible For	2	2	2	3	4	2
Lowest Salary	18.5	14.7	18.3	21.6	15.0	14.7
Highest Salary	22.0	27.0	26.0	23.8	25.0	27.0
Median Salary 1982	20.3	20.0	24.0	22.7	18.9	21.3
Median Salary 1980	15.1	18.6	17.3	19.7	–	18.0
Your Average Salary						
PURCHASING						
33. Purchasing Agent						
Number of Plants	3	8	5	3	3	22
Average Number of Persons Responsible For	3	1	1	2	3	2
Lowest Salary	19.0	19.2	18.2	23.4	20.0	18.2
Highest Salary	24.9	25.7	26.8	27.0	35.0	35.0
Median Salary 1982	20.0	20.9	24.4	24.1	27.0	22.8
Median Salary 1980	18.5	25.0	23.9	19.3	30.3	21.0
Your Average Salary						
34. Buyer						
Number of Plants	4	6	3	–	1	14
Average Number of Persons Responsible For	–	–	–	–	4	–
Lowest Salary	14.0	15.9	20.3	–	21.0	14.0
Highest Salary	23.5	19.8	21.3	–	21.0	23.5
Median Salary 1982	19.0	17.3	20.4	–	21.0	18.7
Median Salary 1980	14.2	15.1	12.3	16.4	–	14.7
Your Average Salary						

SALARY SURVEY NO. 13 — 1982 • PLASTICS PROCESSING COMPANIES

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
MANUFACTURING						
1. General Manager						
Number of Plants	4	19	5	2	11	41
Average Number of Persons Responsible For	171	52	142	163	90	102
Lowest Salary	45.0	35.0	40.0	60.0	41.9	35.0
Highest Salary	88.0	68.1	150.0	75.0	90.0	150.0
Median Salary 1982	73.5	58.5	69.0	67.5	59.0	59.5
Median Salary 1980	38.0	52.6	62.0	40.0	55.0	51.5
Your Average Salary						
2. Plant Manager						
Number of Plants	6	24	11	5	3	49
Average Number of Persons Responsible For	59	99	157	132	99	117
Lowest Salary	38.0	27.5	30.0	30.0	43.7	27.5
Highest Salary	50.0	58.5	60.0	83.0	53.0	83.0
Median Salary 1982	44.8	39.5	39.8	54.8	50.3	40.8
Median Salary 1980	33.5	40.6	39.5	30.0	55.0	39.3
Your Average Salary						
3. Production Manager/Superintendent						
Number of Plants	7	28	10	4	4	53
Average Number of Persons Responsible For	30	51	96	65	32	54
Lowest Salary	21.0	23.0	17.5	24.1	33.0	17.5
Highest Salary	41.0	43.2	48.0	44.4	58.0	58.0
Median Salary 1982	29.8	31.0	25.8	39.0	40.0	30.2
Median Salary 1980	29.8	29.2	25.0	26.9	42.0	27.5
Your Average Salary						
4. General Foreman						
Number of Plants	4	21	6	2	3	36
Average Number of Persons Responsible For	8	19	25	23.0	10	16
Lowest Salary	22.0	19.3	16.3	24.0	24.3	16.3
Highest Salary	26.1	32.5	29.0	29.0	35.0	35.0
Median Salary 1982	22.6	23.6	22.2	25.0	26.5	24.1
Median Salary 1980	20.6	22.2	20.0	19.9	21.0	21.0
Your Average Salary						
5. Manager/Plant or Industrial Engineer						
Number of Plants	2	16	4	1	3	26
Average Number of Persons Responsible For	3	5	23	2	1	7
Lowest Salary	31.2	20.0	17.7	29.0	30.0	17.7
Highest Salary	32.0	37.0	39.5	29.0	71.5	71.5
Median Salary 1982	31.6	27.0	35.5	29.0	35.0	29.7
Median Salary 1980	23.3	29.3	34.7	24.3	26.4	27.4
Your Average Salary						
6. Traffic Manager and/or Distribution Manager						
Number of Plants	4	22	7	2	2	37
Average Number of Persons Responsible For	7	6	21	6	44	11
Lowest Salary	20.0	11.6	19.0	31.0	32.0	11.6
Highest Salary	32.0	38.4	38.2	34.6	39.4	39.4
Median Salary 1982	21.6	24.5	24.0	32.8	33.8	25.3
Median Salary 1980	23.5	23.7	21.3	–	29.7	25.0
Your Average Salary						

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
7. Manager Quality Control						
Number of Plants	6	23	5	2	5	41
Average Number of Persons Responsible For	6	7	15	3	10	8
Lowest Salary	21.0	18.0	23.2	25.0	26.5	18.0
Highest Salary	30.0	47.7	37.0	27.0	45.0	47.7
Median Salary 1982	26.0	28.0	27.0	26.0	34.0	28.2
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
8. Supervisor, Quality Control						
Number of Plants	2	20	7	3	3	35
Average Number of Persons Responsible For	2	5	12	2	7	8
Lowest Salary	18.1	13.0	18.5	22.5	18.4	13.0
Highest Salary	25.0	28.3	25.0	27.5	27.5	28.3
Median Salary 1982	22.5	20.5	23.3	24.3	24.5	23.0
Median Salary 1980	24.3	22.7	22.8	19.4	29.0	22.8
Your Average Salary						
MARKETING						
9. Vice President Sales/Sales Manager						
Number of Plants	7	21	8	4	12	52
Average Number of Persons Responsible For	7	5	7	5	17	10
Lowest Salary	45.0	27.0	30.0	33.0	32.0	27.0
Highest Salary	85.0	74.5	77.0	78.0	72.0	85.0
Median Salary 1982	56.0	45.0	39.8	55.0	54.8	48.7
Median Salary 1980	50.0	45.2	36.8	30.0	47.3	44.0
Your Average Salary						
10. Assistant Sales Manager						
Number of Plants	4	3	1	2	4	14
Average Number of Persons Responsible For	5	1	–	15	5	5
Lowest Salary	26.0	35.5	45.0	35.4	33.9	26.0
Highest Salary	47.9	35.5	45.0	42.8	45.1	47.9
Median Salary 1982	35.8	35.5	45.0	37.9	37.2	37.1
Median Salary 1980	37.0	45.0	41.2	–	35.0	39.0
Your Average Salary						
11. Regional/District Sales Manager						
Number of Plants	4	9	2	–	7	22
Average Number of Persons Responsible For	1	1	15	–	2	2
Lowest Salary	35.0	26.7	35.4	–	29.0	26.7
Highest Salary	42.5	47.0	42.8	–	46.0	47.0
Median Salary 1982	38.1	31.0	37.9	–	40.0	35.8
Median Salary 1980	32.9	28.8	38.7	–	31.9	32.9
Your Average Salary						
12. Senior Salesman						
Number of Plants	6	8	2	2	6	24
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	36.0	24.0	37.0	32.0	33.9	24.0
Highest Salary	50.0	59.4	37.5	42.5	45.0	59.4
Median Salary 1982	38.7	35.8	37.4	40.4	36.4	37.2
Median Salary 1980	31.4	30.0	34.5	–	28.9	30.0
Your Average Salary						

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
13. Salesman 5–10 Years						
Number of Plants	2	9	1	1	6	19
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	23.0	22.2	30.3	28.0	23.4	22.2
Highest Salary	30.4	43.6	30.3	28.0	36.8	43.6
Median Salary 1982	27.4	25.4	30.3	28.0	35.5	29.2
Median Salary 1980	17.8	25.6	25.6	–	26.6	25.6
Your Average Salary						
14. Salesman 3–5 Years						
Number of Plants	3	8	1	1	5	18
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	25.0	20.4	24.0	24.0	30.0	20.4
Highest Salary	32.3	42.5	24.0	24.0	36.1	42.5
Median Salary 1982	29.3	28.0	24.0	24.0	33.0	29.2
Median Salary 1980	16.7	21.7	24.5	–	25.1	21.7
Your Average Salary						
15. Salesman 1–3 Years						
Number of Plants	2	10	6	2	8	28
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	23.4	16.5	17.0	24.0	24.5	16.5
Highest Salary	27.5	43.3	29.0	42.0	31.1	43.3
Median Salary 1982	26.8	27.0	24.5	33.0	27.0	26.9
Median Salary 1980	17.9	16.6	17.3	24.0	21.0	16.8
Your Average Salary						
16. Sales Trainee						
Number of Plants	–	4	–	–	3	7
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	–	12.0	–	–	18.1	12.0
Highest Salary	–	28.0	–	–	22.8	28.0
Median Salary 1982	–	21.0	–	–	20.0	20.6
Median Salary 1980	10.8	14.1	16.8	–	20.7	14.1
Your Average Salary						
17. Customer Sales Manager						
Number of Plants	3	14	7	1	9	34
Average Number of Persons Responsible For	5	1	3	3	1	2
Lowest Salary	25.1	15.2	16.6	30.0	18.0	15.2
Highest Salary	31.0	36.6	29.5	30.0	28.7	36.6
Median Salary 1982	27.0	25.6	23.5	30.0	24.0	25.0
Median Salary 1980	24.6	20.9	22.0	–	19.8	20.8
Your Average Salary						
FINANCE & ADMINISTRATIVE						
18. Treasurer						
Number of Plants	5	8	2	2	4	21
Average Number of Persons Responsible For	6	5	8	2	6	5
Lowest Salary	45.0	32.0	39.0	40.0	40.0	32.0
Highest Salary	96.7	54.0	65.0	110.0	63.4	110.0
Median Salary 1982	59.8	46.3	52.0	75.0	42.3	52.0
Median Salary 1980	54.8	35.8	45.0	–	39.0	40.0
Your Average Salary						

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
19. Controller or Accounting Manager						
Number of Plants	4	22	9	3	16	54
Average Number of Persons Responsible For	9	4	6	1	9	6
Lowest Salary	35.7	17.0	20.0	18.0	29.7	17.0
Highest Salary	45.0	45.1	45.5	40.5	64.0	64.0
Median Salary 1982	40.6	33.1	32.7	32.0	38.9	35.2
Median Salary 1980	38.7	32.1	34.0	17.5	30.5	33.4
Your Average Salary						
20. Accountant – Cost Supervisor						
Number of Plants	1	9	5	–	7	22
Average Number of Persons Responsible For	–	2	2	–	2	2
Lowest Salary	16.0	17.0	22.3	–	17.9	16.0
Highest Salary	16.0	32.4	35.5	–	37.0	37.0
Median Salary 1982	16.0	25.9	30.8	–	29.9	27.8
Median Salary 1980	23.6	22.4	29.0	–	22.7	23 2
Your Average Salary						
21. Accountant – General Supervisor						
Number of Plants	2	12	6	2	10	32
Average Number of Persons Responsible For	9	2	4	2	2	3
Lowest Salary	23.4	14.0	17.2	28.8	13.0	13.0
Highest Salary	28.6	29.1	30.3	29.0	37.0	37.0
Median Salary 1982	26.0	21.8	24.4	28.9	22.7	23.3
Median Salary 1980	24.8	18.7	27.2	–	21.8	22.0
Your Average Salary						
22. Credit Manager						
Number of Plants	2	5	3	–	8	18
Average Number of Persons Responsible For	2	1	3	–	1	1
Lowest Salary	19.1	15.0	20.9	–	16.4	15.0
Highest Salary	28.4	28.5	32.5	–	44.5	44.5
Median Salary 1982	19.2	18.9	27.0	–	28.1	24.9
Median Salary 1980	23.5	16.8	27.2	–	26.6	24.6
Your Average Salary						
23. Manager – Electronic Data Processing						
Number of Plants	3	15	6	3	9	36
Average Number of Persons Responsible For	3	2	5	2	3	3
Lowest Salary	27.1	18.0	18.5	22.3	17.4	17.4
Highest Salary	35.3	60.0	47.0	35.0	45.6	60.0
Median Salary 1982	29.0	26.3	29.0	27.0	30.5	28.1
Median Salary 1980	26.2	24.0	31.9	–	28.5	27.0
Your Average Salary						
ENGINEERING						
24. Research & Development Dept. Manager						
Number of Plants	3	8	7	2	10	30
Average Number of Persons Responsible For	1	2	9	7	5	5
Lowest Salary	32.0	36.0	30.0	33.0	31.0	30.0
Highest Salary	42.5	67.0	43.0	81.0	67.4	81.0
Median Salary 1982	38.2	44.8	30.3	57.0	47.9	42.6
Median Salary 1980	42.5	34.5	34.0	34.4	36.0	36.0
Your Average Salary						

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
25. Chief Engineer or Plant Engineer						
Number of Plants	5	21	5	2	9	42
Average Number of Persons Responsible For	6	4	12	4	8	6
Lowest Salary	17.0	20.8	32.9	40.0	25.0	17.0
Highest Salary	47.3	63.6	41.5	42.0	51.0	63.6
Median Salary 1982	39.2	35.0	34.6	41.0	45.2	37.9
Median Salary 1980	32.7	32.8	30.0	36.3	34.0	32.9
Your Lowest Salary						
26. Manufacturing Engineering Manager						
Number of Plants	1	10	4	–	3	18
Average Number of Persons Responsible For	16	5	20	–	4	9
Lowest Salary	29.0	25.0	31.0	–	38.8	25.0
Highest Salary	29.0	50.0	44.9	–	51.0	51.0
Median Salary 1982	29.0	33.9	34.1	–	39.4	34.6
Median Salary 1980	33.0	30.0	34.3	33.3	34.0	33.2
Your Average Salary						
27. Senior Engineer						
Number of Plants	2	8	3	1	7	21
Average Number of Persons Responsible For	1	1	–	1	1	1
Lowest Salary	24.7	25.0	22.0	29.0	29.0	22.0
Highest Salary	34.7	38.2	32.9	29.0	39.0	39.0
Median Salary 1982	31.4	27.9	29.5	29.0	32.4	30.0
Median Salary 1980	30.0	25.0	38.0	30.5	32.7	32.7
Your Average Salary						
28. Product Engineer						
Number of Plants	2	9	2	–	2	15
Average Number of Persons Responsible For	–	2	–	–	–	1
Lowest Salary	26.3	15.5	25.8	–	27.0	15.5
Highest Salary	29.3	34.0	27.0	–	32.4	34.0
Median Salary 1982	27.8	24.6	26.4	–	29.7	25.9
Median Salary 1980	–	22.0	25.0	–	25.0	25.0
Your Average Salary						
29. Mold Designer						
Number of Plants	2	9	2	–	5	18
Average Number of Persons Responsible For	3	3	–	–	1	2
Lowest Salary	32.0	23.9	20.7	–	32.0	20.7
Highest Salary	33.4	33.6	34.2	–	40.0	40.0
Median Salary 1982	32.6	30.0	25.7	–	32.4	30.5
Median Salary 1980	–	21.7	25.4	24.7	27.5	25.7
Your Average Salary						
30. Estimator						
Number of Plants	2	9	3	2	6	22
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	19.4	16.6	11.7	24.0	22.0	11.7
Highest Salary	22.7	36.8	34.0	30.0	32.3	36.8
Median Salary 1982	20.5	26.0	28.1	27.0	25.6	25.8
Median Salary 1980	18.5	22.1	20.7	–	24.5	22.1
Your Average Salary						

ANNUAL SALES VOLUME OVER $10,000,000

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
PERSONNEL						
31. Personnel Manager						
Number of Plants	4	23	7	2	11	47
Average Number of Persons Responsible For	7	1	8	2	2	3
Lowest Salary	23.0	17.5	18.2	30.3	18.5	17.5
Highest Salary	38.0	31.0	41.5	35.0	56.0	56.0
Median Salary 1982	31.4	25.0	32.9	32.7	34.0	29.2
Median Salary 1980	26.8	24.5	23.3	17.5	25.2	24.8
Your Average Salary						
32. Office Manager						
Number of Plants	5	6	–	–	2	13
Average Number of People Responsible For	3	5	–	–	4	4
Lowest Salary	12.5	13.0	–	–	20.3	12.5
Highest Salary	22.4	30.0	–	–	30.0	30.0
Median Salary 1982	20.0	23.5	–	–	25.2	22.4
Median Salary 1980	28.0	20.8	22.0	–	17.7	20.4
Your Average Salary						
PURCHASING						
33. Purchasing Agent						
Number of Plants	2	19	5	–	9	35
Average Number of Persons Responsible For	9	1	2	–	2	2
Lowest Salary	20.8	19.0	20.0	–	16.5	16.5
Highest Salary	36.0	41.0	37.1	–	40.0	41.0
Median Salary 1982	28.7	27.8	21.4	–	31.5	27.8
Median Salary 1980	26.0	24.1	21.0	20.1	29.0	25.3
Your Average Salary						
34. Buyer						
Number of Plants	4	12	4	2	6	28
Average Number of Persons Responsible For	–	–	–	1	–	–
Lowest Salary	17.5	13.1	9.1	22.0	15.0	9.1
Highest Salary	21.4	30.2	29.5	31.6	27.0	31.6
Median Salary 1982	19.8	21.4	18.5	26.8	21.6	21.2
Median Salary 1980	21.5	19.5	19.6	14.5	14.6	19.5
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
MANUFACTURING						
1. General Manager						
Number of Plants	27	47	19	20	15	128
Average Number of Persons Responsible For	60	42	82	56	82	61
Lowest Salary	34.0	26.0	33.5	24.0	35.0	24.0
Highest Salary	115.2	75.0	150.0	150.0	90.0	150.0
Median Salary 1982	47.0	50.1	50.0	43.3	66.5	52.0
Median Salary 1980	40.0	43.2	48.5	42.0	56.5	45.0
Your Average Salary						
2. Plant Manager						
Number of Plants	34	82	46	25	6	193
Average Number of Persons Responsible For	38	60	64	65	81	57
Lowest Salary	19.2	20.5	15.0	19.2	35.0	15.0
Highest Salary	53.5	68.0	67.3	83.0	71.4	83.0
Median Salary 1982	38.0	39.6	35.7	40.0	53.0	39.0
Median Salary 1980	27.8	36.0	31.0	26.0	48.5	31.9
Your Average Salary						
3. Production Manager, Superintendent						
Number of Plants	35	71	35	4	7	152
Average Number of Persons Responsible For	28	39	48	65	52	38
Lowest Salary	20.0	20.0	12.0	24.1	24.0	12.0
Highest Salary	49.1	44.3	55.5	44.4	58.0	58.0
Median Salary 1982	29.3	30.0	24.1	39.0	34.0	29.2
Median Salary 1980	26.3	27.6	25.0	29.0	42.0	25.7
Your Average Salary						
4. General Foreman						
Number of Plants	30	69	6	2	5	112
Average Number of Persons Responsible For	10	20	25	23	10	16
Lowest Salary	15.0	15.0	16.3	24.0	22.3	15.0
Highest Salary	42.9	40.3	29.0	29.0	35.0	42.9
Median Salary 1982	23.8	23.0	22.2	25.0	26.5	23.6
Median Salary 1980	18.7	20.6	18.2	20.7	23.3	19.5
Your Average Salary						
5. Manager/Plant or Industrial Engineer						
Number of Plants	12	22	12	4	3	53
Average Number of Persons Responsible For	2	4	11	11	1	6
Lowest Salary	21.0	18.0	16.0	26.1	30.0	16.0
Highest Salary	45.0	37.0	39.5	33.0	71.5	71.5
Median Salary 1982	27.0	27.8	29.6	27.6	35.0	28.4
Median Salary 1980	22.6	23.8	31.5	26.5	26.4	24.0
Your Average Salary						
6. Traffic Manager and/or Distribution Manager						
Number of Plants	22	38	17	10	3	90
Average Number of Persons Responsible For	4	4	11	6	45	6
Lowest Salary	8.5	11.6	17.7	19.2	25.7	8.5
Highest Salary	32.0	38.4	38.2	34.6	39.4	39.4
Median Salary 1982	20.5	23.0	24.0	23.5	32.0	23.3
Median Salary 1980	17.1	22.0	21.7	19.1	25.7	21.9
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
7. Manager, Quality Control						
Number of Plants	21	53	11	6	6	97
Average Number of Persons Responsible For	4	5	8	3	9	5
Lowest Salary	8.0	15.6	17.0	19.6	25.0	8.0
Highest Salary	31.2	47.7	37.0	30.0	45.0	47.7
Median Salary 1982	26.0	25.5	25.9	26.8	33.8	26.2
Median Salary 1980	–	–	–	–	–	–
Your Average Salary						
8. Supervisor, Quality Control						
Number of Plants	13	44	15	12	5	89
Average Number of Persons Responsible For	2	4	7	3	6	5
Lowest Salary	12.5	13.0	13.5	13.1	12.0	12.0
Highest Salary	26.1	28.3	29.1	36.4	27.5	36.4
Median Salary 1982	18.1	19.5	23.3	23.8	24.0	20.8
Median Salary 1980	17.1	20.1	22.1	19.9	29.0	20.0
Your Average Salary						
MARKETING						
9. Vice President Sales/Sales Manager						
Number of Plants	23	53	27	15	15	133
Average Number of Persons Responsible For	4	4	7	4	15	6
Lowest Salary	20.8	24.0	13.0	26.0	32.0	13.0
Highest Salary	100.0	120.0	77.0	100.0	72.0	120.0
Median Salary 1982	44.5	39.4	35.0	50.4	54.5	42.3
Median Salary 1980	34.4	34.0	33.0	33.5	43.1	36.2
Your Average Salary						
10. Assistant Sales Manager						
Number of Plants	8	2	3	1	6	20
Average Number of Persons Responsible For	2	1	3	1	6	3
Lowest Salary	17.0	22.0	24.4	47.3	15.0	15.0
Highest Salary	47.9	35.5	46.1	47.3	45.1	47.9
Median Salary 1982	27.3	32.1	45.0	47.3	37.2	36.9
Median Salary 1980	40.0	21.5	39.6	20.2	35.0	36.0
Your Average Salary						
11. Regional District Sales Manager						
Number of Plants	11	13	6	4	8	42
Average Number of Persons Responsible For	1	1	9	1	1	2
Lowest Salary	24.5	18.0	26.3	28.2	29.0	18.0
Highest Salary	42.5	55.0	46.0	40.1	46.0	55.0
Median Salary 1982	37.0	33.6	35.4	38.8	40.0	36.5
Median Salary 1980	32.9	28.8	26.3	28.5	31.9	29.5
Your Average Salary						
12. Senior Salesman						
Number of Plants	13	18	8	8	7	54
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	26.7	19.0	20.0	26.0	33.9	19.0
Highest Salary	50.0	59.4	37.5	50.4	45.0	59.4
Median Salary 1982	36.8	35.4	28.3	40.3	38.2	35.8
Median Salary 1980	27.0	30.0	30.0	29.2	28.9	29.9
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
13. Salesman 5–10 Years						
Number of Plants	6	18	9	4	7	44
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	22.8	15.0	14.0	25.5	23.4	14.0
Highest Salary	42.4	43.6	41.8	35.4	36.8	43.6
Median Salary 1982	30.4	25.0	30.3	34.3	35.5	29.3
Median Salary 1980	20.7	25.6	25.6	26.4	26.6	25.6
Your Average Salary						
14. Salesman 3–5 Years						
Number of Plants	6	14	7	8	5	40
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	25.0	18.5	14.0	22.0	30.0	14.0
Highest Salary	32.3	42.5	26.0	32.0	36.1	42.5
Median Salary 1982	29.3	25.0	20.5	25.2	33.0	25.9
Median Salary 1980	16.7	21.7	25.0	21.5	25.1	21.7
Your Average Salary						
15. Salesman 1–3 Years						
Number of Plants	12	17	10	5	10	54
Average Number of Persons Responsible For	1	–	–	–	–	–
Lowest Salary	16.6	16.5	14.0	24.0	20.0	14.0
Highest Salary	35.0	43.3	29.0	42.2	31.1	43.3
Median Salary 1982	25.0	23.8	24.3	32.0	27.0	25.5
Median Salary 1980	19.4	16.6	16.6	20.5	21.1	16.8
Your Average Salary						
16. Sales Trainee						
Number of Plants	1	8	4	2	3	18
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	16.0	12.0	10.0	22.3	18.1	10.0
Highest Salary	16.0	28.0	18.2	28.1	22.8	28.1
Median Salary 1982	16.0	16.8	17.0	25.2	20.0	18.3
Median Salary 1980	14.0	14.1	14.1	17.3	20.7	14.1
Your Average Salary						
17. Customer Service Manager						
Number of Plants	19	33	14	8	11	85
Average Number of Persons Responsible For	2	1	3	2	1	2
Lowest Salary	13.0	13.4	14.6	14.0	18.0	13.0
Highest Salary	31.0	36.6	29.5	30.0	28.7	36.6
Median Salary 1982	19.9	22.5	18.9	23.0	24.0	21.6
Median Salary 1980	18.8	19.3	18.9	18.3	20.3	18.8
Your Average Salary						
FINANCE & ADMINISTRATIVE						
18. Treasurer						
Number of Plants	11	23	8	7	6	55
Average Number of Persons Responsible For	5	4	8	3	6	4
Lowest Salary	32.0	24.0	10.0	24.0	40.0	10.0
Highest Salary	96.7	54.8	45.5	110.0	63.4	110.0
Median Salary 1982	45.0	40.0	26.5	40.8	46.2	40.7
Median Salary 1980	43.4	36.0	39.5	33.3	40.0	37.0
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
19. Controller or Accounting Manager						
Number of Plants	16	39	15	11	20	101
Average Number of Persons Responsible For	5	3	4	3	8	5
Lowest Salary	100	16.0	10.0	18.0	15.0	10.0
Highest Salary	45.0	45.1	45.5	40.5	64.0	64.0
Median Salary 1982	31.0	30.5	26.5	32.0	37.7	31.6
Median Salary 1980	24.8	25.2	31.0	24.7	29.0	28.4
Your Average Salary						
20. Accountant–Cost Supervisor						
Number of Plants	3	10	8	1	8	30
Average Number of Persons Responsible For	1	2	1	1	2	2
Lowest Salary	16.0	17.0	16.2	26.4	17.9	16.0
Highest Salary	27.4	32.4	35.5	26.4	37.0	37.0
Median Salary 1982	21.5	23.9	28.5	26.4	29.9	26.6
Median Salary 1980	19.1	21.4	27.0	20.5	22.7	21.8
Your Average Salary						
21. Accountant–General Supervisor						
Number of Plants	9	28	10	12	12	71
Average Number of Persons Responsible For	3	2	3	2	2	2
Lowest Salary	14.0	12.5	15.0	15.6	13.0	12.5
Highest Salary	28.6	29.1	30.3	29.0	37.0	37.0
Median Salary 1982	21.2	19.3	24.0	23.7	22.8	21.5
Median Salary 1980	17.4	17.2	24.6	18.8	21.8	18.5
Your Average Salary						
22. Credit Manager						
Number of Plants	6	6	6	1	9	28
Average Number of Persons Responsible For	1	1	2	–	1	1
Lowest Salary	18.0	15.0	14.0	13.8	16.4	13.8
Highest Salary	28.4	28.5	32.5	13.8	44.5	44.5
Median Salary 1982	19.2	18.8	18.3	13.8	26.9	21.2
Median Salary 1980	18.9	14.5	24.5	23.5	26.6	21.0
Your Average Salary						
23. Manager–Electronic Data Processing						
Number of Plants	7	20	7	4	11	49
Average Number of Persons Responsible For	2	2	4	2	3	2
Lowest Salary	21.0	18.0	18.5	22.3	17.4	17.4
Highest Salary	40.0	60.0	47.0	40.0	45.6	60.0
Median Salary 1982	28.1	26.1	26.2	31.0	30.6	27.8
Median Salary 1980	26.2	24.0	28.4	23.2	28.5	25.8
Your Average Salary						
ENGINEERING						
24. Research & Development Dept. Manager						
Number of Plants	6	16	15	6	11	54
Average Number of Persons Responsible For	2	2	7	6	5	5
Lowest Salary	22.0	25.8	18.2	25.0	31.0	18.2
Highest Salary	42.5	68.0	43.0	81.0	67.4	81.0
Median Salary 1982	37.3	38.6	30.3	33.0	45.9	37.0
Median Salary 1980	33.0	32.5	30.5	30.0	36.3	33.0
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
25. Chief Engineer or Plant Engineer						
Number of Plants	9	42	11	10	13	85
Average Number of Persons Responsible For	6	3	6	3	6	5
Lowest Salary	17.0	13.0	14.0	26.0	25.0	13.0
Highest Salary	48.0	63.6	41.5	55.0	65.0	65.0
Median Salary 1982	39.2	31.4	34.0	36.4	42.2	34.8
Median Salary 1980	31.0	30.0	29.4	22.7	35.0	30.5
Your Average Salary						
26. Manufacturing Engineering Manager						
Number of Plants	6	23	8	1	6	44
Average Number of Persons Responsible For	4	5	12	4	3	6
Lowest Salary	19.2	15.6	19.6	38.4	24.0	15.6
Highest Salary	36.2	60.5	44.9	38.4	51.0	60.5
Median Salary 1982	28.8	34.0	28.0	38.4	38.9	33.2
Median Salary 1980	22.6	28.0	33.5	26.5	34.0	27.5
Your Average Salary						
27. Senior Engineer						
Number of Plants	6	25	4	2	9	46
Average Number of People Responsible For	1	1	–	1	1	1
Lowest Salary	18.6	17.5	22.0	29.0	27.0	17.5
Highest Salary	35.0	38.2	32.9	29.0	39.0	39.0
Median Salary 1982	34.3	27.9	29.2	29.0	30.9	29.5
Median Salary 1980	23.3	25.0	33.5	29.2	32.7	27.7
Your Average Salary						
28. Product Designer						
Number of Plants	8	19	3	2	2	34
Average Number of Persons Responsible For	–	1	1	–	–	1
Lowest Salary	14.8	14.0	25.8	20.0	27.0	14.0
Highest Salary	29.3	34.0	27.0	28.0	32.4	34.0
Median Salary 1982	24.0	24.5	23.9	25.3	29.7	24.7
Median Salary 1980	17.0	22.0	22.5	22.6	25.0	22.5
Your Average Salary						
29. Mold Designer						
Number of Plants	8	17	7	4	6	42
Average Number of Persons Responsible For	1	2	1	–	1	1
Lowest Salary	21.0	15.0	20.7	18.0	28.0	15.0
Highest Salary	34.6	36.0	34.2	35.0	40.0	40.0
Median Salary 1982	26.5	30.0	30.1	28.7	32.1	29.5
Median Salary 1980	19.6	21.5	25.4	25.0	27.5	24.0
Your Average Salary						
30. Estimator						
Number of Plants	6	26	7	5	7	51
Average Number of Persons Responsible For	–	–	–	–	–	–
Lowest Salary	12.0	12.5	11.7	21.2	22.0	11.7
Highest Salary	37.0	36.8	34.0	30.0	32.3	37.0
Median Salary 1982	19.4	20.0	23.3	22.8	25.8	21.5
Median Salary 1980	17.8	20.0	19.5	24.0	24.5	19.6
Your Average Salary						

ALL SALES VOLUMES

TITLE	REGION				DIVISION	NATIONAL
	Northeast	North Central	South	West		
PERSONNEL						
31. Personnel Manager						
Number of Plants	12	34	11	10	12	79
Average Number of Persons Responsible For	3	1	5	3	2	2
Lowest Salary	14.0	12.0	14.1	13.2	18.5	12.0
Highest Salary	38.0	36.0	41.5	35.0	56.0	56.0
Median Salary 1982	26.0	23.5	29.7	25.2	33.7	26.5
Median Salary 1980	20.5	23.9	23.0	19.3	25.2	23.4
Your Average Salary						
32. Office Manager						
Number of Plants	15	20	12	6	5	58
Average Number of Persons Responsible For	2	2	1	2	4	2
Lowest Salary	12.5	13.0	10.0	12.0	15.0	10.0
Highest Salary	25.0	30.0	26.0	23.8	30.0	30.0
Median Salary 1982	18.5	18.8	16.9	18.0	20.3	18.7
Median Salary 1980	14.5	18.8	20.9	19.2	17.7	18.0
PURCHASING						
33. Purchasing Agent						
Number of Plants	12	37	15	9	12	85
Average Number of Persons Responsible For	2	1	1	2	2	1
Lowest Salary	13.4	13.0	15.0	16.0	16.5	13.0
Highest Salary	36.0	41.0	37.1	27.0	40.0	41.0
Median Salary 1982	21.5	25.0	20.7	23.1	30.9	24.4
Median Salary 1980	21.0	23.8	18.7	20.3	29.0	21.8
Your Average Salary						
34. Buyer						
Number of Plants	10	21	12	2	7	52
Average Number of Persons Responsible For	–	–	–	1	1	–
Lowest Salary	12.0	13.1	9.1	22.0	15.0	9.1
Highest Salary	23.5	30.2	29.5	31.6	27.0	31.6
Median Salary 1982	18.2	19.8	19.7	26.8	21.5	20.0
Median Salary 1980	16.2	15.3	14.4	15.6	14.6	15.6
Your Average Salary						

QUESTIONNAIRE DECEMBER, 1982

SALARY SURVEY NO. 13—1982 PLASTICS PROCESSING COMPANIES

Plastics

CONFIDENTIAL

FOR PLASTICS PROCESSING COMPANIES ONLY

TO VOTING REPRESENTATIVES—U.S. MEMBER FIRMS

This is the questionnaire for the thirteenth Salary Survey for plastics processing companies which are either custom or proprietary firms engaged in compression and injection molding; extruding; reinforced plastics; or other methods of plastics processing.

Divisions are to be reported separately under the first set of columns.

Generally, the survey will cover the calendar year 1982 or closest fiscal year **(however, the most recent compensation levels should be reported, even if this means showing salaries as adjusted in early January, 1983).** The completed study will provide valuable guidelines for use in comparing your own salaries with those of other companies in the industry. Employees reported should be permanent, full-time employees. A complete list of descriptions for each of the salaried positions appears on pages 4 and 5. Please review these Job Titles and the Descriptions before attempting to complete this questionnaire.

Please return one copy of the questionnaire by January 14, 1983 to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York 10006 in the pre-addressed envelope enclosed. To insure confidentiality DO NOT sign or list your company name on this questionnaire.

To receive a copy of the finished report it will be necessary for you to complete the enclosed "Report Mailing Card." Mail this card with your completed questionnaire to Dr. Kurnow.

Financial Management Committee
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 Lexington Avenue, New York, N.Y. 10017

SALARY SURVEY NO. 13
PLASTICS PROCESSING COMPANIES
QUESTIONNAIRE (1982)

(Confidential)

ANNUAL SALES VOLUME THIS DIVISION

Up to $1,000,000 ☐
$1,000,000 to $2,000,000 ☐
$2,000,000 to $5,000,000 ☐
$5,000,000 to $10,000,000 ☐
Over $10,000,000 ☐

ANNUAL SALES VOLUME THIS

Up to $1,000,0(
$1,000,000 to $2,000,0(
$2,000,000 to $5,000,0(
$5,000,000 to $10,000,0(
Over $10,000,0(

Check attached for description of these positions.	Division Location City & State _____			Plant Location City & State _____		
	No. of persons holding position	No. of persons responsible for	CURRENT AVERAGE ANNUAL SALARY (Excl. bonuses, commissions, etc.	No. of persons holding position	No. of persons responsible for	CURRENT ANNUAL S (Excl. bo commissio
MANUFACTURING						
1. General Manager (excluding Owner-Manager of over 25% ownership)						
2. Plant Manager						
3. Production Manager, Superintendent						
4. General Foreman						
5. Manager/Plant or Industrial Engineer						
6. Traffic Manager and/or Distribution Manager						
7. Manager, Quality Control						
8. Supervisor, Quality Control						
MARKETING						
9. Vice President Sales/Sales Manager						
10. Assistant Sales Manager						
11. Regional/District Sales Manager						
12. Senior Salesman						
13. Salesman 5-10 Years						
14. Salesman 3-5 Years						
15. Salesman 1-3 Years						
16. Sales Trainee						
17. Customer Service Manager						
FINANCE AND ADMINISTRATIVE						
18. Treasurer						
19. Controller or Accounting Manager						
20. Accountant—Cost Supervisor						
21. Accountant—General Supervisor						
22. Credit Manager						
23. Manager—Electronic Data Processing						
ENGINEERING						
24. Research & Development Department Manager						
25. Chief Engineer or Plant Engineer						
26. Manufacturing Engineering Manager						
27. Senior Engineer						
28. Product Designer						
29. Mold Designer						
30. Estimator						
PERSONNEL						
31. Personnel Manager						
32. Office Manager						
PURCHASING						
33. Purchasing Agent (Manager of Purchases)						
34. Buyer						

Does your company pay bonuses? ☐ **Yes** ☐ **No**

If yes, on what basis? _____

Please list any other salaried positions you feel should be included in this and future surveys. _____

PLANT	ANNUAL SALES VOLUME THIS PLANT	ANNUAL SALES VOLUME THIS PLANT	ANNUAL SALES VOLUME THIS PLANT
00 ☐	Up to $1,000,000 ☐	Up to $1,000,000 ☐	Up to $1,000,000 ☐
00 ☐	$1,000,000 to $2,000,000 ☐	$1,000,000 to $2,000,000 ☐	$1,000,000 to $2,000,000 ☐
00 ☐	$2,000,000 to $5,000,000 ☐	$2,000,000 to $5,000,000 ☐	$2,000,000 to $5,000,000 ☐
00 ☐	$5,000,000 to $10,000,000 ☐	$5,000,000 to $10,000,000 ☐	$5,000,000 to $10,000,000 ☐
00 ☐	Over $10,000,000 ☐	Over $10,000,000 ☐	Over $10,000,000 ☐

	Plant Location City & State			Plant Location City & State			Plant Location City & State		
AVERAGE SALARY bonuses, ons, etc.	No. of persons holding position	No. of persons responsible for	CURRENT AVERAGE ANNUAL SALARY (Excl. bonuses, commissions, etc.	No. of persons holding position	No. of persons responsible for	CURRENT AVERAGE ANNUAL SALARY (Excl. bonuses, commissions, etc.	No. of persons holding position	No. of persons responsible for	CURRENT AVERAGE ANNUAL SALARY (Excl. bonuses, commissions, etc.

SALARY SURVEY NO. 13—1982
PLASTICS PROCESSING COMPANIES

LIST OF SALARIED POSITION DESCRIPTIONS

The following is a list of salaried position descriptions prepared to assist you in identifying the particular positions presented in the questionnaire . While most of the descriptions are based upon actual descriptions used in processing plants, they are necessarily general since titles and duties tend to vary from company to company.

1. **GENERAL MANAGER (Excluding Owner-Manager of over 25% ownership)**
   Responsible for profitability of operations including manufacturing, financing, and marketing of assigned products. Coordinates with functional departments in the development, installation, and execution of specialized services to obtain objectives. Formulates, develops, and administers management activities in accordance with policies. (For the purposes of this survey, does **not** include general managers who are owners or part owners of proprietorships, partnerships of private corporations.)
2. **PLANT MANAGER**
   Formulates and executes plant policies, practices, and procedures. Directs production activities to meet sales objectives at maximum efficiency and minimum cost. Exercises general supervision and assumes responsibility for the effective administration of the plant. Works closely with functional and line managers in accomplishing plant objectives.
3. **PRODUCTION MANAGER/SUPERINTENDENT**
   Cooruinates and plans production activities of the manufacturing plant, directs the work of the various production departments directly or through subordinate foremen. Authorizes the staffing of production and schedules production flow in accordance with cost, time, and specification estimates. Provides information on new production methods and equipment, wage rate problems, and need for maintenance of all plant machinery and equipment. Works closely with union representatives in settling employee grievances in accordance with union contract.
4. **GENERAL FOREMAN**
   Responsible for the efficient, safe, and profitable operation of his units and for advising and making recommendations to the Plant Manager. Directs production activities, interprets and executes production policies of the Plant Manager and directs this work through subordinate foremen. Locates and solves operating difficulties and renders technical advice to subordinates or superiors. Directs observance of safety precautions by operating personnel and personally directs production operations in emergencies.
5. **MANAGER OR PLANT OR INDUSTRIAL ENGINEER**
   Performs a variety of engineering work in planning and overseeing utilization of production facilities and personnel in department or other subdivisions of industrial establishments: plans equipment layout, work flow and accident prevention measures to maintain efficient and safe utilization of plant facilities. Plans and oversees work study and training programs to promote efficient man power utilization.
6. **TRAFFIC MANAGER AND/OR DISTRIBUTION MANAGER**
   Directs traffic activities of organization; formulates plans and procedures for transporting raw materials to production areas; and finished goods to customers, warehouses and storage locations. Analyzes transportation facilities and commodity classifications to determine most efficient and economical shipping rates and route; furnishes traffic data to other departments and customers. Also initiates investigations of shipping damages, delays, overcharges and insurance charges.
7. **QUALITY CONTROL MANAGER**
   Responsible for the planning and organizing of Quality Control functions. Establishes quality policies and procedures in accordance with accepted standards. Is competent in statistical analysis and process capabilities. Maintains the quality system. Is a key member of the General Staff, counsels and assists in the execution of these duties. Prepares and administers budget for the Quality Control organization.
8. **SUPERVISOR, QUALITY CONTROL**
   Responsible for the interpretation and enforcement of quality standards as established by the development division. Directs and instructs the various inspectors assigned to the processing and finishing sections. Analyzes complaints and rejections; determines the cause and initiates preventive measures. Orders special gauges and assists in the design of same. Checks plant rejects, die inspection reports, and approves the acceptance of all inserts and accessories.
9. **VICE PRESIDENT SALES/SALES MANAGER**
   Responsible for planning, organizing, directing and controlling the sales policies and programs of the company. Generally involves advertising, sales promotion, pricing, distribution, and related marketing activities. Responsible for overall staffing, developing, and motivating the sales force under his jurisdiction.
10. **ASSISTANT SALES MANAGER**
    Provides assistance and advice to the Sales Manager in planning and coordinating marketing policies and programs of the company. Works with the Sales Manager in the development of methods and procedures pertaining to sales personnel, sales development, sales administration, sales planning, and sales management. Engages in preparation and interpretation of market reports and statistics.
11. **REGIONAL/DISTRICT SALES MANAGER**
    Responsible for the sale of company products in a specified region, district or other geographical area. Supervises one or more salesmen and such branch sales office activities as may be required. May also select and develop dealers, distributors and customer representatives and, in some cases, may supervise warehousing or other distribution facilities.
12. **SENIOR SALESMAN**
    The highest organization line selling responsibilities. Has acquired complete familiarity with company's production, services and policies through several years' experience as a salesman with the company and specialized training as required. Generally assigned to accounts and territories of major importance.
13. **SALESMAN 5-10 YEARS**
14. **SALESMAN 3-5 YEARS**
15. **SALESMAN 1-3 YEARS**
16. **SALES TRAINEE**
    Sales personnel in training and not yet considered qualified to handle the full range of sales responsibilities for specific accounts and territories.
17. **CUSTOMER SERVICE MANAGER**
    Works for salesman and sales management, acting as liaison between customers and company. Primarily responsible for insuring that customers receive the best sales service possible through processing of orders, general correspondence and coordination with other company functions such as purchasing, production, engineering or shipping. May supervise one or more people in support of sales effort. In some organizations he may act as chief contact for customer regarding orders.

18. TREASURER
Responsible for developing and directing the operation of policies, procedures, plans and programs governing all financial matters in the company, and for advising and making recommendations to the President or General Manager in the determination of overall company objectives and policies wherever financial considerations are involved.

19. CONTROLLER OR ACCOUNTING MANAGER
Responsible for the development and maintenance of procedures for the financial control of the plant and for safeguarding of assets, accounting activities, profit-planning activities; preparation and interpretation of regular and special financial and statistical reports; determination of costs and directing any other assigned financial activities of the plant.

20. ACCOUNTANT—COST SUPERVISOR
Applies principles of accounting to install and maintain systems for providing details of cost data not ordinarily supplied by accounting systems. Plans, sets-up, and directs costs findings regarding raw material, direct labor and overhead items. Provides management with reports for decision making; such as pricing and product line performance.

21. ACCOUNTANT—GENERAL SUPERVISOR
Applies principles of accounting to install and maintain general accounting system. Provides records of assets and liabilities and all financial transactions. Responsible for the preparation of income statements and balance sheets issued periodically.

22. CREDIT MANAGER
Manages credit and collection policies of the company. Devises systems for recording and using credit information received from all sources. Analyzes and/or authorizes the granting of credit to customers; effects ultimate collection of accounts receivable. Surveys and analyzes the various economic factors affecting the credit indices of the industries served. Prepares periodic reports for management on the current status of accounts receivable.

23. MANAGER—ELECTRONIC DATA PROCESSING
Directs and coordinates planning and production activities of electronic data processing unit. Interprets policies, purposes and goals of an organization to subordinates. Consults with management to define boundaries and priorities of tentative projects, discuss equipment acquisition, determine specific information requirements of management, and allocate operating time of computer systems. May include managing of systems and programming functions.

24. RESEARCH AND DEVELOPMENT DEPARTMENT MANAGER
Directs research studies in the development of new products and manufacturing methods in line with company objectives and policies. Is uaually in charge of specialized testing and analytical services and of test methods and service on standards. Responsible generally to top management.

25. CHIEF ENGINEER OR PLANT ENGINEER
Directs the design, construction and maintenance of equipment, machinery and buildings in the plant. Establishes standards and policies for testing, operating procedures, inspection and maintenance of equipment in accordance with engineering principles and safety regulations, and supervises directly or through subordinates, the maintenance of plant buildings. Provides technical consultation service where necessary.

26. MANUFACTURING ENGINEERING MANAGER
Directs the activities of tooling engineers, mold designers, secondary machinery engineers, cost estimators and other related disciplines. Works closely with sales and management on tooling and cost reduction requirements.

27. SENIOR ENGINEER
Responsible generally to the Chief Engineer for performing engineering staff assignments to improve plant operating efficiency, involving inspection, trouble-shooting, and design alteration. Also performs engineering assignments related to maintenance and construction projects for plant buildings and grounds. Investigates assigned problems and recommends courses of action. Job assignments are primarily concerned with process and mechanical problems and projects.

28. PRODUCT DESIGNER
Creates designs for products to be produced by the company from plastic materials. Investigates the practicability of designs in relation to limitations of plant manufacturing equipment, cost, availability of new equipment, probable selling price, general utility, and industry specifications. Gives advice on construction, manufacture, materials, and processes. Experiments with existing machinery to improve design and keeps abreast of engineering progress.

29. MOLD DESIGNER
Designs the mold based on customer requirements, giving special consideration to the type of equipment to be used. May also be responsible for developing mold cost quotations.

30. ESTIMATOR
Develops part cost estimates from blueprints, samples, or molds. Selects material best suited for application, calculates amount of material required, determines mold capacity, type of mold, machine cycle time, and finishing operations. May also be responsible for developing mold cost quotations.

31. PERSONNEL MANAGER
Formulates and administers policies affecting management's relationships with its employees on an individual basis, such as staffing, developing, and motivating the work force. Performs audit and review of personnel activities and conducts periodic research to detrmine the effectiveness of these policies and to provide areas for improvement. In the absence of a Labor Relations manager, he generally adminsiters the union contract.

32. OFFICE MANAGER
Responsible for the supervision of the clerical staff of the business office. Coordinates all office service activities required for the efficient operation of the company. Develops plans and programs for the maximum utilization of service and equipment.

33. PURCHASING AGENT (MANAGER OF PURCHASES)
Responsible for overall direction and coordination of those functions relating to outside and inter-plant purchases. This involves raw material purchases as well as the procurement of component parts, equipment, maintenance supplies, office supplies, and so forth.

34. BUYER
Secures generally raw materials, components, packaging materials, office equipment, printing, stationery supplies, machinery and services for a produiction complex. Executes releases on blanket orders placed by Central Purchasing and purchases other items directly under specified limits or requisitions them from Central Purchasing. Sells and disposes of scrap, salvage and obsolete items.